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Foreign Labor Trends

Portugal

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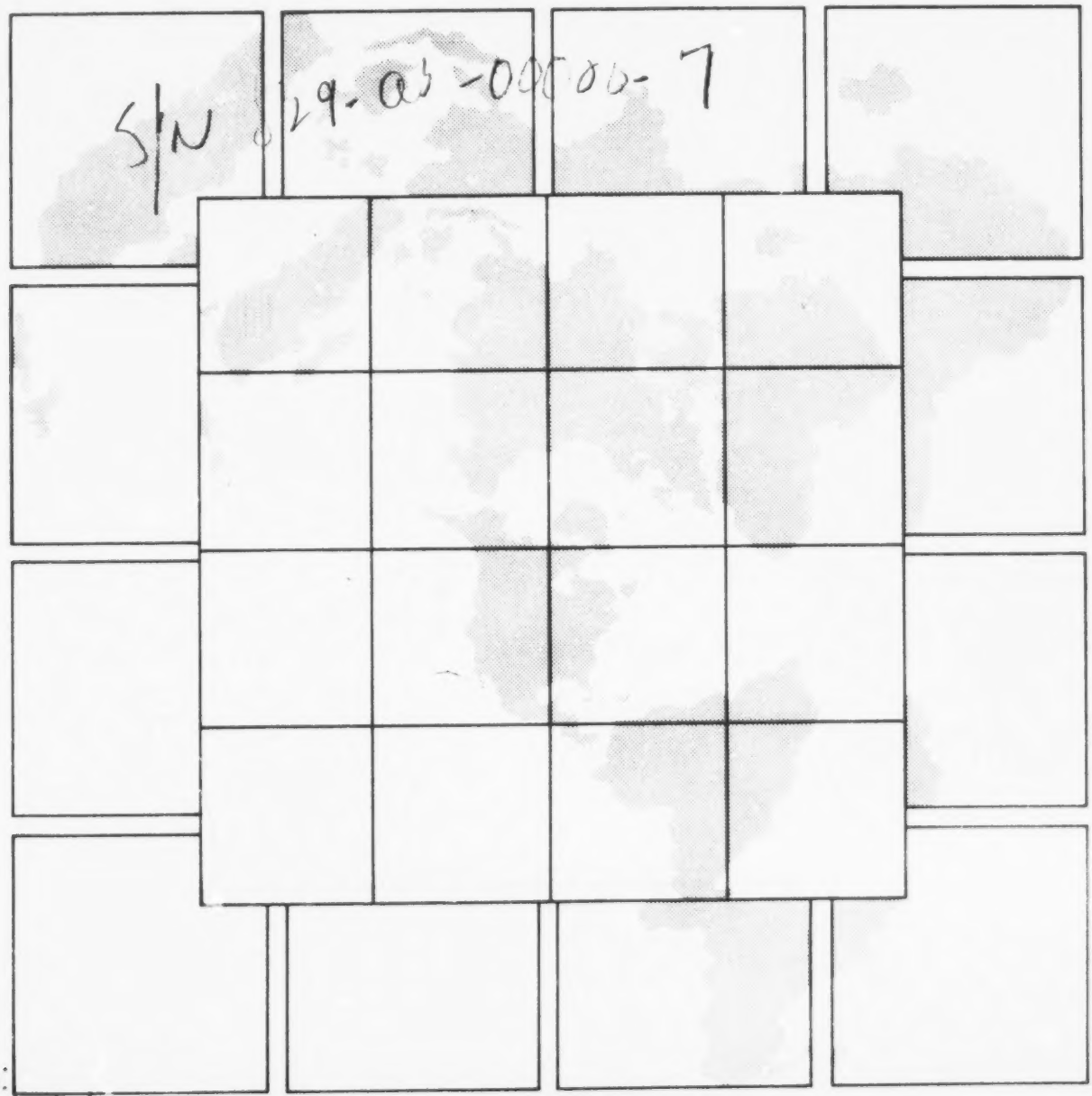

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Attachments:

1. Members of the National Secretariat of the UGT
2. CGTP-IN Executive Commission

LABOR TRENDS IN PORTUGAL

1986 - 1987

KEY LABOR INDICATORS

	1986 (when available)	1985	% changes
Per capita GNP, current prices	$2,971.	$2,140.	+39.0
----------, constant prices	n.a.	n.a.	
Population, total (millions)	9.74	9.67	+0.7
----------, major ethnic group	n.a.	n.a.	
----------, growth rate	+0.7	+0.6	
----------, urban areas	n.a.	n.a	
Birth rate	n.a	12.8 per 1,000	
In-migration by nationality (1)			
Total	7,384	6,229	
Cape Verde Islands	1,342	1,587	
Spain	160	3	
Brazil	666	488	
U.S.	814	435	
Venezuela	368	446	
U.K.	819	542	
West Germany	304	229	
France	226	130	
Angola	324	441	
Guinea-Bissau	520	237	
Out-migration by destination			
Total	6,271	14,944	
U.S.	2,725	2,786	
Canada	971	791	
France	924	4,566	
Venezuela	160	631	
Australia	1,015	1,121	
Life expectancy at birth			
Total (2)	72.9	72.9	
Male (2)	69.1	69.1	
Female (2)	76.7	76.7	

Adult Literacy Rate (3)	n.a.	83.3%	
Percent adults in on-job training	n.a.	n.a.	
----------other job related study	n.a	n.a	
Labor force, civilian (millions) (4)	4.50	4.55	-1.1
Employment, civilian (millions)	4.07	4.05	+0.4
----------, in industry (4)	1.41	1.42	-0.7
----------, in agriculture (4)	0.89	0.93	-4.3
----------, in services (4)	1.77	1.70	+4.1
Unemployment rate	9.6	10.9	-12.0
Underemployment rate	n.a.	n.a.	
Labor productivity	n.a.	n.a	
Work-related accidents and illnesses	n.a.	n.a.	
Pct. work time lost from industrial disputes	n.a.	n.a.	
Minimum wage rates (5) (PE170.295 = USD1)	PE22,500	PE19,200	+17.2
Avg. daily earnings by major industries			
Total	PE1,063	PE 906	+17.3
Footwear (6)	PE1,045	PE 888	+17.7
Plastics (6)	PE1,141	PE 996	+14.6
Metalworks (6)	PE1,228	PE 1,032	+19.0
Construction (6)	PE1,015	PE 857	+18.4
Avg. daily earnings by major occupation			
Pls see industries			
Agriculture	n.a.		
Value of supplementary benefits (7) as perc of mfg earnings	23.1	23.1	
Avg. hours worked per week (8)	42	42	

Unionization of labor (*unofficially estimated at 60-68 pct of the salaried workforce, and 39-44 pct of the total workforce.)	n.a.	n.a.	
Avg. personal income per year, current prices (9)	$2,897	$2,232	+29.8
Avg. disposable income after taxes and mandatory withholding (10)	$2,654	$2,028	+30.9
Pct of population below poverty level	n.a.	n.a.	
Rate of change in consumer prices	11.7	19.3	-39.4
Trade with U.S.			
Portuguese exports ($mil)	600	530	+13.2
Portuguese imports ($mil)	605	700	-14.3

Sources: Portuguese Institute of National Statistics
Bank of Portugal
Ministry of Education
Ministry of Labor

1. INTRODUCTION AND SUMMARY

1986-87 was a period of declining inflation and consequently reduced labor unrest. The communist-dominated labor Confederation, the CGTP-IN, failed to achieve its goals of modernization and an improved, more moderate, image, despite some initial efforts in this direction. The CGTP instead, in 1987, apparently at Communist Party (PCP) instigation, entered into a series of largely ineffective slowdown strikes and poorly-attended rallies protesting government policy. PCP losses in the July 1987 parliamentary election indicate that, inter alia, CGTP political actions cost the PCP votes and that CGTP members voted for the Social Democrats (PSD). The CGTP needs to win these members back, a difficult task.

Some CGTP leaders have called for confrontation in the streets if the government makes significant changes in dismissal laws. Moderates in the CGTP, however, advocate a process of consolidation and rebuilding for the CGTP, rather than precipitate action.

The UGT also suffered a setback in the July election, although it, unlike the CGTP, did not openly support any of the opposition parties or call for the defeat of the ruling PSD. With the election of a majority of PSD deputies, the UGT lost the possibility of forcing the government to compromise in the parliament on labor legislation. The tri-partite Permanent Council for Social Coordination (CPCS), of which the UGT is the sole labor member, has thus assumed far greater importance for the UGT as a means of influencing government policy.

The UGT's IV National Congress will take place in February 1988. Many of the PSD leaders within the UGT executive secretariat have been expelled from the party. Attention will focus on the composition of the secretariat to be negotiated between the UGT's PS and PSD leaders during the IV Congress.

The newly-elected XI Constitutional Government is committed to changing labor laws, especially those governing dismissals. The labor movement's role in, and reaction to, these changes could make an important difference on the future of the labor movement and the relative strength of the two labor confederations.

II. THE HISTORY OF THE PORTUGUESE LABOR MOVEMENT

When the Salazar/Caetano regime was overthrown in the revolution of April 25, 1974, the existing corporatist structure of government-controlled unions, or syndicates, was transformed overnight. The "Intersindical", a clandestine worker organization which had been established inside the government labor structure in 1970 and had quickly fallen under the control of the Portuguese Communist Party (PCP), took over most of the government-sponsored syndicates. The Intersindical threw out the government-appointed syndicate leaders -- alleging they were fascists -- and confiscated offices, treasuries and other syndicate assets. The descendent of the "Intersindical", the General Confederation of Portuguese Workers - Intersindical National, or CGTP-IN, continues to benefit from the control of these assets.

There were some non-PCP minority elements in the Intersindical, most notably from the Portuguese Socialist Party (PS) and from radical groups to the left of the PCP, such as the Maoist MRPP (Revolutionary Movement of the Portuguese People). These minorities were usually outmaneuvered by the PCP, which used classic communist methods, including strong arm tactics and intimidation of workers to maintain control of Intersindical, intending thereby to dominate Portugal's labor movement.

Non-PCP unionists, however, were able to gain control of a few scattered trade unions. In 1976, some 30 mostly Socialist-controlled unions formed the "Carta Aberta" or "Open Letter" movement, which derived its name from an open letter these unions sent to the CGTP-IN saying that a unified labor movement must be based on democratic processes. The CGTP-IN launched a strong counter-attack and recaptured half a dozen of the "Carta Aberta" unions.

In 1976/77 the Social Democratic Party (PSD) began to increase its visibility in the labor field, joining the already active Socialists (PS). A group of PSD leaders in 1976 established the Oliveira Martins Foundation designed, inter alia, to train PSD labor leaders. In 1977 the Socialists, previously divided over whether to separate from the CGTP and form a rival democratic confederation and rival unions, or stay within the CGTP and attempt to wrest CGTP unions from communist control, began to move

toward the former course with the appointment of Maldonado Gonelha as labor minister in 1977. The Socialists established their own labor institute, the Jose Fontana foundation, in late 1977, and it became the first institute in Portugal to engage in large-scale union education for all democratic trade unionists, not just Socialists.

The first post-revolution trade union center free of communist control was the Democratic Labor Confederation (CDT), which was formed in 1978. Although the CDT was criticized by Socialists and Social Democrats as premature, its creation precipitated the creation of the General Union of Labor (UGT) beginning with the creation of a provisional committee in October 1978 and an inaugural National Congress in January 1979 in Oporto.

The UGT was greeted by harsh and sometimes violent attacks from the communist-dominated CGTP, as it began to attract large numbers of non-communist workers with its philosophy of dialogue and negotiation as contrasted to the CGTP's continued emphasis on confrontation, subject to collaboration with and direction by the communist party. In 1979 the CGTP claimed 1.6 million members. By 1986 it claimed only 1.35 millions, with most observers placing the figure lower still. The extent of the CGTP's changed circumstances was demonstrated in 1982, when a CGTP call for a general strike failed because of UGT refusal to cooperate. The change was further emphasized in 1983 when CGTP attempts to paralyze public transportation with a series of strikes drew no response from a majority of transport workers.

The CGTP also suffered some international setbacks, the first when the Portuguese government in 1980 designated the UGT as the labor representative at the annual meeting of the International Labor Organization (ILO) in Geneva and said it would in the future alternate with the CGTP in this capacity. The CGTP protested, and the ILO rejected the government's argument that there was no single most "representative" labor confederation in Portugal. The government has persisted, however, with this practice and the CGTP has gradually and grudgingly come to accept it. The CGTP's second great international setback came in 1981 when its application for membership was rejected by the European Trade Union Council (ETUC) and in 1982 when the UGT application was accepted.

III. STRIKES AND SETTLEMENTS

In 1986-87 labor relations calmed down. As memories of double-digit inflation faded, unions and management negotiated wage increases in the 11-13 percent range. In the tri-partite Permanent Council for Social Coordination (CPCS), labor, management and government in late 1986 hammered out a formula for wage increases based on projected inflation plus a 3-4% bonus for increased productivity. The government/management concession which sealed the bargain was agreement that an increase of inflation of more than one percent above projected yearly levels would permit unions to re-open contracts for upward revision. Thus far this clause has not been invoked.

Despite opposition, and pledges to break the "wage ceiling", by the communist-dominated CGTP-IN labor confederation, most workers were satisfied that the government had broken the inflationary spiral, and the number of serious strikes over wage settlements declined markedly. The absence of political strife also helped to calm labor relations. Unlike the 1985-86 period, when four elections (two Presidential, one parliamentary and one local) stirred political confrontation, 1986-87 was free of electoral confrontation until the July 1987 parliamentary elections. Even the highly politicized CGTP-IN seemed to welcome the opportunity provided by the respite from politics to concentrate on rebuilding its tattered ranks, mangled by membership losses caused by excessive subservience to communist party calls for politically-motivated strikes. The July 19, 1987, parliamentary elections further lessened labor strife as unions associated with both the government and the communists halted railway strikes to avoid attracting voter ire which might hurt their party allies.

The principal union beneficiary of the 1986-87 political respite was the UGT, which continued as the sole labor member of the CPCS and in that body forged a program for Portuguese modernization which, together with the wage/inflation pact, kept the initiative away from its communist rival. Although the CGTP's membership losses apparently slowed as labor strife declined, the UGT benefitted even more, adding new unions in the railway, construction and cork industries and forging an active and apparently effective new organization of retired workers.

The UGT's agreements with government and management in the CPCS were not cost-free. The Socialist party's new leadership, not yet confident in the face of Social Democrat (PSD) political initiatives, criticized the UGT's negotiation of a wage pact with the PSD government. The UGT held its ground, however, insisting that the wage pact was essential to its members interests in securing non-inflationary real wage increases after several years of losses. While the UGT gained credibility with its members by negotiating a virtually strife-free system of wage increases, the Socialist Party saw its fears realized, as the PSD Prime Minister campaigned on his success in dealing with labor and management and won an overwhelming majority in the July 19, 1987, parliamentary elections.

Complete statistics are not available for 1987 wage settlements. The UGT, however, on January 1, 1987, published statistics indicating that it negotiated wage increases of slightly more than 13 percent in the private sector and 12.1 percent in the public sector. The CGTP did not announce average over-all wage increase statistics. Instead the confederation publicized only its largest increases, giving the false impression that it had succeeded in surpassing settlements negotiated by the UGT. Some representative settlements are given below:

(A) In the construction industry, the UGT negotiated a median increase of 11.9%. Under the terms of the agreement the lowest paid construction workers achieved an increase to 25,200 escudos monthly ($176, at current exchange rates).

(B) In the automobile industry, the UGT metal workers union (SIMA) settled for an increase of "slightly under" 12 percent.

(C) SIMA and other UGT unions also negotiated a base pay increase of 11.08 percent at the National Steel works. With other benefits, such as meal and transporation subsidies, the increase totalled more than 12 percent. This settlement was noteworthy because the Steel Works management refused to grant the increase to members of organizations which did not sign the UGT negotiated 1987 labor contract unless those members stipulated in writing that they accepted the contract. The CGTP unions,

following their traditional practice of refusing to associate themselves with politically risky agreements, did not sign. Almost all of the CGTP's members at the steel works wrote letters to management asking to be covered by the agreement. This kind of timidity on the part of the leaders of CGTP unions, whether the result of communist party pressure or fear of rank and file reaction, is what has caused large numbers of their members to drift away from their unions and associate themselves with more positive union or political organizations. The result has been membership growth for the UGT and a surprisingly large swing of labor votes to the PSD government of Anibal Cavaco Silva in the July 1987 parliamentary elections.

(D) The electrical power workers in both the UGT and CGTP-IN negotiated a base salary increase of 11.8 percent, which, when other fringe payments were added, resulted in an over-all increase of just under 13 percent.

(E) The National Railway settlement, negotiated almost exclusively with the UGT and its allied unions, resulted in a base pay increase of 11.8 percent.

(F) The National Port Workers Federation, with the assistance of the UGT's office workers federation (FETESE), negotiated a settlement of "nearly 13 percent".

(G) A particularly difficult, but not acrimonious, negotiation at the previously strife-torn LISNAVE shipyards brought a 12 percent increase for SIMA and other UGT members. The median salary at LISNAVE increased to 42,250 escudos monthly ($295).

(H) Negotiations at TAP, the national airline company, produced a 11.9 percent pay increase.

(I) The insurance companies settled with the UGT unions, which represent virtually all the workers in the sector, for an average wage increase of 12.44 percent. The new monthly wage for the largest category of workers in this sector was 71,750 escudos ($500).

(J) National Government workers base wages increased an average of 11.7 percent.

IV. UNIONIZATION

The government does not maintain statistics for the level of unionization in Portugal. It depends on voluntary reporting from the unions. The unions jealously guard their membership figures. In January 1987, the weekly newspaper "Expresso" published the following table indicating both the historical evolution of unionization in Portugal since 1979 and at the same time the folly of depending on voluntary union reporting for membership statistics.

The CGTP-IN, unlike the UGT, accepts unions into an "associate" membership. This category exists to accommodate unions where the requisite membership majority in favor of association with either the UGT or the CGTP does not exist. Thus independent unions with significant communist-dominated factions are represented at CGTP national congresses by these factions and the unions are counted as "associate" members by the CGTP.

Number of Workers Unionized in various sectors organized by the CGTP and UGT:

Sectors	In all unions (1979)	CGTP (1986) Affiliated	CGTP (1986) All Unions	Affiliated with the UGT (1986)	Total (1986) CGTP - UGT	Total Wage Earners in each sector	
Metal	232,470	179,176	180,576	75,000	255,576	200,600	(a)
Agric.	122,427	77,334	78,498	15,000	98,498	12,900	
Chem.	58,244	40,079	40,079	50,000	90,079	124,000	(b)
Textile	265,513	218,027	218,874	60,000	278,874	274,100	
Construct.	236,893	103,739	109,681	20,000	129,681	260,800	
Fishing	21,089	16,268	20,058	20,000	40,058	35,700	
Telecom.	35,470	4,735	36,994	15,000	51,994		(c)
Pub. Admin.	123,784	138,604	224,419	60,000	284,419	274,500	
Health	33,003	14,809	30,928	15,000	45,928	108,000	
Office & Svc.	324,563	86,048	137,153	380,000	517,153		(d)
Elec.	57,614	40,421	40,421	25,000	65,421		(d)
Transport	149,591	65,030	102,255	70,000	172,255	168,000	(e)
TOTAL:	2,067,695	1,157,529	1,442,305	1,068,000	2,510,305	2,951,900	

(a) includes electrical industry
(b) includes ceramics and plateglass
(c) the telecommunications sector is included in National Institute of Statistic data within the transport sector.
(d) individual data not available -- electrical industry is included, as previously indicated, within the metallurgical sector
(e) includes telecommunications

The information above is based on information collected from the CGTP (in August of 1986) from the UGT (an estimate made in December of 1986 based on data available at the last UGT congress in 1984) and from the National Institute for Statistics (INE) as a result of a survey conducted in the second quarter of 1986.

V. TRADE UNION ACTIVITY

A. The CGTP-IN

During the reporting period, CGTP-IN membership continued to fall as its financial resources contracted further. Declines in membership and financial resources were apparently less pronounced, however, than in the preceding year. In May 1986, the confederation claimed to have 1,350,000 members. Few independent observers believe the CGTP has as many as 1,000,000 members. Actual membership is probably close to 800,000. Paid membership may be below 400,000. Actual membership figures are a carefully guarded secret, probably because the CGTP itself does not know how many members it has. At its May 1986 congress, the CGTP claimed 140 union affiliates and 72 which collaborated in CGTP activities, 20 district organizations and 18 sectoral federations. This represented a decline of 12 in the number of claimed affiliated unions since October 1984. More recently, however, on October 1, 1986, the CGTP once again claimed 153 affiliates and 70 collaborating unions. These figures appear out of date, since they are identical to those cited in October 1984. Well informed sources believe the CGTP actually has about 130 affiliated unions.

The CGTP's executive commission, elected at the V National Congress in May 1986, continues to be divided 10 to 5 between the communists and the so-called minority factions. Some outside observers, as well as some leaders of the minority factions within the CGTP, believe that non-communists actually outnumber communists within the CGTP. The better organized communists have, however, been able to deny control of the confederation to non-communists. There are three communists and two non-communists among the alternate members of the Executive Commission. The communists thus have an overall majority of 13-7. The communists have 62 percent of the 75-member national council. The socialists have 16 percent. Catholics and other minorities account for the rest.

Although minorities won the right to organize as "tendencies" at the 1986 National Congress, there is no evidence that this right has resulted in any greater influence on the part of the minorities. Although the minorities, together with the so-called "Euro-communists"

theoretically have a majority on the Executive Commission, the CGTP continues to follow the dictates of the Stalinist-controlled communist party on all political issues of any consequence. As confrontation increased between the Communist party and the Social Democrat-controlled government, the CGTP increased its strike activity. Although some of this activity was initially economically justifiable, coinciding with contract negotiations, it was prolonged far beyond its maximum effectiveness. The CGTP also held a series of unusually poorly attended rallies during this period. Meanwhile, the CGTP undertook no new initiatives to implement the high-sounding slogans emphasizing "modernization" supported by the moderates at the V National Congress. The CGTP continued to refuse to participate in the tripartite Permanent Council for Social Coordination (CPCS).

Communist party (PCP) losses in the July 19 parliamentary elections, and the apparent large labor vote, including CGTP members, for the Social Democrats (PSD), have changed the political equation for the CGTP. The confederation is increasingly being faced with the alienation of its membership growing out of its domination by the communist party. The expected four years of political calm will confront the CGTP with difficult choices as it attempts to satisfy membership desires for modernization, economic growth and job security and PCP demands for confrontation with the government.

B. The UGT

There are indications that UGT membership resumed its slow upward climb in 1986-87. Estimated membership of UGT is around 1.1 million. Accurate membership figures, however, are not available. This apparent increase in UGT membership was abetted by a continued establishment of regional offices or "delegations" with elected secretariats and functioning staffs. These delegations now operate in Aveiro, Braga, Oporto, Coimbra, Faro, Setubal, Viana de Castelo, Vila Real and Ponta Delgada in the Azores.

With the election of a single party majority government for the first time since the 1974 revolution, the labor movement will probably focus more on economic issues than has been the case in the past. The UGT has already made substantial progress in this direction with the establishment two years

ago of an economic research and training institute (ISOFOC) and active participation in the tri-partite Permanent Council for Social Coordination (CPCS). The UGT recently purchased a new headquarters building in the prestigious Lapa district. The executive offices of the UGT have now moved to the new location. The previous offices, in the downtown section of the city, are now occupied by a number of recently created incorporated entities. Most prominent among these is the Society for the Management of Investment and Participation (SIMPAR). This organization will allow the UGT to participate in or assume a controlling interest in a number of enterprises which can serve the interests of the confederation. One of these is the acquisition of a daily newspaper. The UGT originally intended to buy controlling interest in the afternoon daily "A Capital". Its attention has now shifted to the less-sensationalist socialist-oriented afternoon daily "Diario Popular", which has the advantage of having a better labor department. The confederation also hopes to acquire a major interest in a private bank to be established under legislation passed more than two years ago. The UGT has also established an active "Portuguese Vacation Association", which includes a travel agency.

The UGT's principal accomplishment during the reporting period was the publication of a plan for modernization of Portugal under the auspices of the Permanent Council for Social Coordination (CPCS). The UGT study, prepared by its educational and research foundation (ISOFOC), became the centerpiece of the UGT's effort to project an image of constructive dialogue in order to attract new members and retain old ones. The plan calls for a mixture of private investment, improved social welfare programs, and modifications of restrictive labor legislation which would both promote modernization and make the unpalatable but necessary changes in dismissal laws easier for the workforce to swallow. The Plan will no doubt become the heart of the UGT's effort to influence the government's economic development program. The wage-inflation guidelines package which the UGT negotiated in the CPCS with management and government proved successful in 1986-87, as inflation stayed within predicted levels, blunting criticism from the CGTP-IN.

VI. LABOR POLICY, LEGISLATION AND REGULATIONS

As the final lines of this report were being written, the government announced that the name of the Ministry of Labor would be changed to the Ministry of Employment and Social Security. According to well-informed sources, this change foreshadows the reorganization already under way in the Ministry to deemphasize the Ministry's role and to elevate the importance of collective bargaining in resolving labor disputes. The focus of the Ministry will be shifted further in the direction of creating and preserving employment on the one hand and, where the latter option is not viable, improving the social security safety net for displaced workers.

While the Government's efforts to alter dismissal legislation were blocked in the Assembly of the Republic (see last year's annual labor report), the Government did take some legislative initiatives in other areas. In June 1987 the Government created three subsidies for unemployed workers who wish to move to distant localities where there was either an offer of employment or a clear shortage of workers. This law, Decree Law number 255/87, was designed to create incentives for unemployed workers in zones of high unemployment who were able to find permanent work in other areas of the country and needed assistance in paying for the moving costs. The subsidy covered travel costs for the unemployed worker and his immediate family and transportation and insurance costs for furniture and baggage. An additional subsidy was provided under the law to pay for expenses incurred in locating and moving into a new residence. That subsidy is to be paid in multiples of the national minimum wage. A third subsidy is provided to temporarily offset part of the cost of rent or monthly mortgage costs of the new residence in the new place of work.

In April 1987, the president vetoed a government bill which was opposed by both the CGTP and the UGT and all the various employers organizations because it would unacceptably have altered conditions of collective bargaining. Although both the UGT and the employer organizations have advocated alterations in collective bargaining legislation, all felt that the government's proposal put at risk established rights acquired in free collective bargaining between labor and management.

The unions particularly objected to the elimination of the "portarias de regulamentacao de trabalho (PRT)" which were orginally created to perform an arbitral function in "gray areas" of collective bargaining where there are no labor or management associations. The "portarias" also function to resolve impasses created from refusal or abnormal prolongation of negotiations on the part of either labor or management. Recourse to these "portarias" had diminished over the years.

The Institute of Employment and Professional Training also shifted its focus and philosophy during the reporting period. It abandoned plans to build 15 or 20 new regional training centers using World Bank and EC financing. The Institute has decided to forego the World Bank financing. It will apply EC financing to cooperative employment training programs utilizing already existing training centers both public and private. EC funding for professional training is entering Portugal in unprecedented quantities. The U.S. Department of Labor has presented a number of proposals to the Employment and Professional Training Institute concerning ways in which this training can be accomplished more effectively than is currently the case. The Institute is reportedly actively pursuing four or five of these proposals. The Institute is also in contact with similar institutes in other European countries, particularly France, in connection with possible technical assistance for these training programs.

Footnotes:

(1) Foreigners having legalized their situation in 1985 and 1986

(2) Latest available data is for the 1979-82 period

(3) Estimates based on the 1981 Census (rate in that year: 79.7%)

(4) 4th quarter data

(5) Valid for industry and services (excluding domestic one)

(6) Amounts are given for significant types of jobs within each industry, and only for male workers.

(7) Includes vacation and Christmas bonus payments, productivity premiums, etc., but not shift pay, food. Refers to industry, commerce, banks, insurance.

(8) Latest data dates from 1982

(9) In dollar terms. In PE it is +14.8%

(10) In dollar terms. In PE it is +15.7%

ATTACHMENT 1

MEMBERS OF THE NATIONAL SECRETARIAT OF THE UGT

Elected April 1, 1984
(updated October 20, 1986)

Jose Manuel Torres Couto (1) (PS)
Henrique Jorge de Almeida Martins Coelho (1) (PS)
Alfredo Morgado (PS)
Antonio Castro (PSD)
Carlos Cardoso (PSD)
Carlos Chagas (PSD)
Carlos Silva (PS)
Delmiro Carreira (PS)
Eduardo Gomes (PSD)
Elisa Damiao (PS)
Eurico Mourao (PS)
Fernando Figueiredo (PSD)
Francisco Osorio Gomes (PS)
Joao Folgado (PSD)
Joao Proenca (1) (PS)
Joao Raimundo (PSD)
Joaquim Martins (PS)
Jorge Santos (PS)
Jose Alves da Silva (1) (PSD)
Jose Antonio Simoes (PS)
Jose Veludo (1) (PSD)
Luis Tavares de Lima (PSD)
Manuel Martins (PSD)
Nelson Guedes (PS)
Jose Pato Ribeiro (PS)
Rui Oliveira e Costa (1) (PSD)
Teofilo Azevedo (PS)
Casimiro dos Santos Gomes (PS)
Vitor Hugo Sequeira (1) (PS)

Secretary General - Jose Manuel Torres Couto
President - Jose Pereira Lopes (PSD)

NOTE: (1) Also members of Executive Secretariat
(PS) Socialist
(PSD) Social Democrat

ATTACHMENT 2

CGTP-IN

Executive Commission

(with regional and functional responsibilities and parties or other affiliations indicated, where available)

Manuel Carvalho de Silva (PCP) - Coordinator -- electrical industry, teaching, culture

Armando Teixeira da Silva (PCP) - Viana do Castelo, Braga, Vila Real, Braganca

Alvaro Rana (PCP) - Evora, Beja, Portalegre -- agriculture, forestry, ranching, transportation

Emidro Martins (Catholic) - legal action, democratic and union rights, commerce, offices, services.

Florival Lanca (PCP) - Lisbon

Joao Pacheco Goncalves (PCP) - Porto

Joaquim Calhau (BASE-FUT) - Coimbra

Jose Encarnacao (PCP) - Setubal

Jose Ernesto Cartaxo (PCP) - Faro -- collective bargaining, strikes, cellulose, graphics and printing, construction, lumber, marble, cork

Jose Luis Judas ((PCP) - international, technicians and licensed employees, communications, telecommunications

Kalidas Barreto (Independent) - Santarem -- government workers, economic policy and employment

Manuel Freitas (PCP) - Guarda, Castelo Branco -- textiles, etc.

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